

## Teaching School Who's Who

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Dear Colleagues

We are so pleased to be able to work with so many supportive people in the Alliance, many of whom bend over backwards to give extra support, sometimes at very short notice. Much of the TSA's work is focused on helping those schools which find themselves in trouble for one reason or another and, as a result, some of our school-to-school activity is not advertised in newsletters or on websites but kept confidential and low key. This year, we have provided on-going support for two schools in particular, which have major challenges. It is teamwork and commitment from everyone which enables progress to take place.

Goodbye lovely colleagues Tony, Tim, Jackie and Danielle and best wishes for the next stage of your life journey! We will miss you all.

For everyone else, have a great summer holiday and a very well-deserved rest. We look forward to working with you next year and taking our TSA further forward. Lots of exciting things on the horizon.

Best wishes all.

## GOOD NEWS!

We offer our **congratulations** to Alliance colleagues: **Gurjit Shergill** who will be Interim Headteacher at Arden for two terms; **Nelson Mandela** for their success as National Runner-up and Regional Winner at the Pupil Premium Awards 2017; **Ladypool** for their recent 'good' inspection; our administrator **Danielle** who has been successful in gaining a post as receptionist at a local primary school. We welcome **Sara Shepherd** to the Alliance as Interim HT at City Road.

## FAREWELLS . . . .

We also say farewell to some Alliance colleagues: **Tony Lacey**, **Tim Summersby**, **Jackie Gazeley** and **Danielle Guest**. We wish you all well for the future!

Pat



### SLEs

A reminder that our 14 Specialist Leaders of Education (SLEs) are available for deployment in 2017/18 with the following areas of specialism:

Assessment; Curriculum; English; EYFS & Phonics; ITT & NQT Development: Literacy; Maths; School Business Management and Teaching & Learning.

If you would like to commission any of our SLEs please contact us.

We anticipate that we will run a further round of SLE recruitment in the autumn term 2017 - this will be an opportunity for experienced middle and senior leaders to apply to be designated as SLEs and receive training on school to school support prior to deployment.

**Recruitment information will be posted to our website during the autumn term.**

### NPQ QUALIFICATIONS

Through the Association of Central Teaching Schools (**ACTS**) a number of teaching schools including Greet TSA are working with Ambition School Leadership to deliver the new National Professional Qualifications at Middle Leader (**NPQML**), Senior Leader (**NPQSL**) and Headship (**NPQH**) levels.

The qualifications have been reworked to reflect the changes in the educational landscape over recent years and also to give us the flexibility to tailor aspects to the context of our city and our schools. This is a great opportunity for school leaders to access high quality, competitively priced training, written and delivered by serving Heads, Senior and Middle Leaders. Alliance partner schools also have the opportunity to put forward leaders to become trained facilitators, accredited to deliver the programmes.

Dates and further details on the programmes will be published early in the autumn term. To register interest or request further information, please contact:

**actsnpq@gmail.com**

### WEBSITE PHASE 2

We have been further developing our website and in September Alliance colleagues will have access to a log-in portal. Through the portal, colleagues will be granted access to information and documents for those areas of our work in which they are involved.

This facility will reduce the volume of wordy emails we send out and will enable colleagues to find documents more easily without having to trawl through their inbox!

The portal will also include a 'pin board', upon which we will post useful information, as well as details of offers available to schools.

Our TSA Newsletter will be uploaded to the main website from next term and will be accessible to all.

## SUCCESSFUL MIDDLE LEADER PROJECT

As the term draws to a close, we come to the end of the first cohort of 'The Successful Middle Leader Project' - a bespoke, school-based programme to support the development of middle leadership in primary schools, ably led by Jo Jones. Over the last six months, groups of current and aspiring Middle Leaders from five schools have further developed their understanding of and skills in their roles, through a mixture of whole group training sessions and small group or individual coaching sessions in school. The real strength of the project has been its bespoke nature - each school tailored the focus to suit the needs of their middle leaders and address particular areas from their school improvement plan. Another great benefit of the project has been the impact at two levels - not only on the development of the middle leaders, but also on that of their in-school coaches.

One of the coaches, Carl Rose, shares his experiences below:

*"As a coach on the Successful Middle Leader Project it has been great to work alongside future leaders and help build their skills and confidence around leadership. The project has focused on many areas including:*

- *transition from class teacher to middle leader;*
- *the differences between leadership and management;*
- *the key responsibilities of a middle leader;*
- *what makes an effective leader.*

*From a coach's point of view, the fact that the project was built around tailored action plans has allowed me an opportunity to carefully consider differentiated support in order to ensure individual needs are met. It has also helped the middle leaders and myself to understand the importance*

*of coaching as a vehicle for school improvement - at all levels for leadership to be effective it should be 'done with' and not 'done to'. Middle leaders on the project have adopted this philosophy and have very quickly improved their leadership competencies, positively impacting on their practice, leadership and whole school improvement."*

Introduced as a result of some NCTL funding, this has been a really strong and positive project for all involved, thanks to Jo's work, the commitment of the Middle Leaders and their coaches, and the investment in the project by the Heads of all schools involved. Through review and evaluation, we very much hope to refine the model, with a view to developing a longer term, sustainable offer for the future, for middle leaders in schools in the Alliance and beyond. Watch this space for more information!

## BEP READING PARTNERS

On Wednesday 12 July, colleagues from the schools involved in the BEP Reading Partners project reconvened at Peters Books for the final event of this academic year - the Showcase Celebration. **And it was indeed a celebration!** Provisional 2017 KS2 figures show that the schools receiving support improved their attainment at expected levels in reading by **16%** from 2016: more than double the Birmingham average improvement of 7% and national improvement of 5%. And six of the supported schools improved their attainment in reading by over **30%**! Furthermore, provisional KS2 figures show that the schools who received support also improved their combined R/W/M at expected levels by **16%** from 2016: significantly higher than the Birmingham average improvement of 9% and national improvement of 8%. It is clear that the project was successful in focussing attention on reading in both the supporting and the supported schools: a fantastic start to what we know is an ongoing journey to effect longer term, sustainable improvement year on year.



So, the Showcase Celebration event provided an opportunity for colleagues to celebrate successes, share approaches, learning and innovations from collaborative working through the project and consider next steps to maintain links between schools and keep the momentum going . . . not to mention enjoy some very tasty cakes! The afternoon culminated with a thought-provoking key note from Neil Griffiths, who spoke passionately about the importance of reading for pleasure: fanning the reading flame that exists in every child. He is quite the entertainer! He made us laugh and think in equal measure in a role play with Simon Watts from Conway as his reluctant reader 'son', whilst his lively storytelling of The Little Mouse, The Red-Ripe Strawberry and the Big, Hungry Bear had us on the edge of our seats!



As one of the Headteachers commented: 'Great to see our Birmingham schools getting together to share good practice and ideas which is definitely a two-way street. The enthusiasm in the room was palpable'.

It has been fantastic to work alongside BEP and colleagues from schools across the city in this project. Many thanks to all colleagues from the Alliance, from Reading Partner Schools, from Peters Books and from BEP who have supported us in so many ways with different aspects of the project.

## SCHOOL DIRECT CLASS OF 2016/2017

Our current cohort of School Direct trainees have all done brilliantly in their final assessed teaching placements, passing strongly and achieving QTS. Congratulations to: **Mir Bano, Christopher Bullock, Charlotte Hunt, Neelum Parveen, Nesha Vadukul** and **Stephen Whatley!** They have been a great group, and it will be lovely to continue to work with those who have been appointed to schools in the Alliance, to see their continued development as teachers and future leaders in our schools. It is one of the real joys of School Direct that so many of our former trainees are still part of the Alliance, some now moving on to middle leadership posts. That's absolutely our aim and vision as a TSA - a continuum of support and development from initial teacher training to the highest levels of leadership.

Two of our current School Direct trainees reflect on their experiences of the year:

### Stephen Whatley



"After working for two years as a Teaching Assistant within Greet TSA I decided to take the plunge and applied for a place on the School Direct programme. Now coming towards the end of my teacher training, my perception has not changed, it is simply the best path to becoming a teacher. You are not the unfamiliar student-teacher who comes in and interjects with a lesson here and there, but an integral part of the class, and by extension, the school.

Of course you are continually gaining experience in planning and delivering lessons, behaviour management and assessment practices, guided by experienced teachers ....organising the class assembly with accompanying singing and dance moves, dealing with safeguarding concerns and being 'sweet talked' by the headteacher into joining the Year 6 residential trip.

The scope of the teacher's role is too large to completely prepare for, but I know my time on the programme over the past year has helped to alleviate the intimidating, yet exciting prospect of having a class to myself in September."

### Neelum Parveen



"I applied for the Greet TSA School Direct Programme because I wanted my teacher training year to be a more hands-on learning experience. The Greet TSA programme offered me the chance to not only work in very good schools but I also met and worked alongside great teachers from whom I received quality support and guidance.

I have found my training year very insightful and feel that I have developed into a much more confident individual as well as a professional. This is because of the length of time I have spent inside a classroom setting, observing and learning. As I am approaching the end of my training year and closer to my NQT year I have been lucky enough to have secured a job with my home school. I am looking forward to my NQT year and definitely feel ready to take my own class in September."

## SCHOOL DIRECT 2017/2018

We are really looking forward to working with the 7 trainees who make up our class of 2017/18.

The timetable and programme of training are (almost!) finalised . . . . Thank you to all colleagues who have agreed to host or deliver training sessions. All our trainees have been matched to - and visited - their Home School, to meet the children and colleagues with whom they will be working next year, and the School-based Tutors and class teachers with whom they will be based have attended training co-led by Newman and TSA colleagues.



Then, on 13 July the trainees were 'officially' welcomed to the programme at the TSA Induction Day. This is a really important day in the TSA calendar: a great time to get to know the trainees and for them to get to know each other, as well as to establish expectations on all sides, go through the Handbooks and documentation for the first term and provide opportunities for them to explore aspects of teaching and ask any questions they have. We are delighted that some of the Class of 2016/17 were able to come along too, to share about the training year from their point of view, and be awarded with their certificates for completing the year.

We know from past experience that their time with the current trainees is the most valuable part of the day for the new cohort - a chance to ask their burning questions to a peer who has made it through the year so successfully. Many thanks to the 2016/17 trainees who joined us to share their experiences, and to the colleagues from Nelson Mandela, Starbank and Newman who facilitated the day with our Teaching School Manager Emma.

Which brings us to . . . .

## SCHOOL DIRECT 2018/2019!

As Alliance colleagues will be aware, the window to request School Direct places for 2018/19 was (briefly!) open in June. Taking into account colleagues' requests for trainees for September 2018, after discussion with the ITT Working Group, we have submitted a request for up to 17 trainees (salaried and training programme) and now can only wait with everything crossed for the confirmed allocation from the NCTL.

We know that we have a fantastic School Direct programme: the success of our trainees is clear testament to that. But recruitment remains a significant challenge, and we request Alliance colleagues' support with raising awareness of our programme, whether that be through a statement on your website, tweeting with #SchoolDirect #getintoteaching #GreetTSA or a reference to @Greet\_TSA, @getintoteaching or @ucas\_online, or by joining us at one of our many recruitment events.

### NQT INDUCTION PROGRAMME

Last week saw the completion of our NQT Induction Programme 2016/17 and the commencement of the 2017/18 programme.

**Cohort 5 NQTs** (2016/17) expressed their appreciation of the whole programme and felt that it ended on a 'high' with Kevin Rogers' art afternoon which was described as 'therapeutic'. They are now well-equipped to start their post-NQT journey.

**Congratulations** to all for successfully completing their NQT year and developing their breadth and range of skills.

Our **Cohort 6 NQTs** (2017/18) began their programme enthusiastically, even giving a standing ovation to Oli Wilson for his uplifting Enhancing Engagement in Learning session! We send all good wishes to them for their year ahead in the best job in the world!

*If you have appointed, or are hoping to appoint NQTs over the coming weeks it is not too late for them to join the programme - please contact us!*

In 2017/18 we will be rolling out a **new Post NQT programme** which will comprise 3 twilight sessions across the year. *Please keep an eye on the website for further details . . .*

#### Our TSA Board:

Azita Zohhadi (Nelson Mandela); Julie Berrow (Brookfields); Emma Arnott (TSA); Julie Davies (Leigh Trust); Sheenagh Edger (Greet); Joanne Hill (BCU); Jo Jones (Story Wood); Tony Lacey (Arden); Christine Mitchell (Clifton); Shirley Queenan (TSA); Cath Rindl (Nansen); Pat Smart (TSA); Emma Tyler (Greet).

#### Our Alliance Partners:

Acocks Green Primary; Alston Primary; Arden Primary; ARK Tindal Academy; Aston Tower Community; BCU; Benson Community; Blakesley Hall Primary; Bordesley Green Primary; Brookfields Primary; Chandos Primary; City Road Academy; Clifton Primary, Conway Primary; English Martyrs Catholic Primary; Gracelands Nursery; Greet Primary; Hillstone Primary; Hodge Hill Primary; Ladypool Primary; Leigh Primary; Lillian de Lissa Nursery; Nansen Primary; Nelson Mandela; Newman University; Park Hill Primary; Redhill Primary; Regents Park Community; Somerville Primary; St. Anne's Catholic Primary; St. James' CE Primary; St. John's CE Primary; Starbank; Story Wood School & Children's Centre; Ward End Primary; Wattville Primary; Welford Primary; Wyndcliffe Primary; Yardleys.

### The Greet Teaching School Alliance

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